

Worksession

Agenda Item #	9
Meeting Date	July 25, 2005
Prepared By	Chief Cindy Creamer
Approved By	Barbara B. Matthews

Discussion Item	Police Department Staffing
Background	<p>The Council recently requested an update on the Police Department's efforts to fill staff vacancies. Additionally, the Council requested information on how the department is meeting service demands in light of these vacancies.</p> <p>In an effort to attract viable police officer candidates, the department has advertised in a variety of areas and venues, including the following: Richmond, Virginia; Baltimore, Maryland; Shepherdstown, West Virginia; the Eastern Shore of Maryland, and the District of Columbia. Position openings have been advertised in a variety of manners, including on-line and in the Maryland Municipal League bulletin. Recruiting letters were sent to outreach recruiting sources (as listed in the City's diversity strategic plan). Departmental personnel also attended several local job fairs.</p> <p>The Police Department recently completed final testing (polygraph, psychological, and physical examinations) of four non-certified police officer applicants. Final results of the physical examinations are expected to be received during the week of July 25th.</p> <p>The municipal police academy at Prince Georges Community College will graduate in August. This class contains approximately 15 individuals who have paid their own tuition, and upon graduating, will be certified with the Maryland Police Training Commission. Eight of these recruits have expressed interest in employment with the Takoma Park Police Department. Processing of these applicants will commence prior to graduation, as opposed to waiting for them to graduate. The City Manager recently approved the Chief of Police's recommendation to reimburse the tuition cost for those applicants of mutual interest in exchange for a four- year commitment to this agency. With these two groups of candidates, it is likely that the Police Department can fill the majority of the current police officer vacancies.</p> <p>At full strength, the police department's commissioned staffing level is 41. The department's current strength is 34. Of this number, 31 are presently available for duty.</p> <p>Notwithstanding the seven police officer vacancies, each patrol team continues to operate with the customary five to six officers assigned per team. Shortages have resulted in the inability to fill speciality positions within the Criminal Investigations Division (CID), such as vice/narcotics/intelligence, and have resulted in criminal investigators assuming responsibility for those types of investigations. The Community Oriented Policing (COP) Team has been impacted by these shortages as well. One COP officer was transferred to CID to fill a void, which has resulted in the COP Sergeant covering the sector specialist responsibilities.</p> <p>Although extremely challenging and burdensome, these recent resignations have not severely impacted the mission of the organization, the effectiveness of the individual patrol team, or compromised the safety of our community.</p>

Policy	The City is committed to ensuring the safety of Takoma Park residents and visitors to the community.
Fiscal Impact	N/A
Attachments	None
Recommendation	None--For Discussion Only
Special Consideration	None